
INSTITUTIONAL ADVISORY COUNCIL MINUTES

Friday, November 6, 2020

9:00 am to Noon

Truckee Meadows Community College

Via Zoom

1. Roll Call:

Vice Chair Nancy McCormick **IAC Members:** Debra Biersdorf, Marissa Brown, Mindy Lokshin, John Madole, Joseph Naninni, Steve Reid, John Thurman.

Guests: Regent Amy Carvalho, Vice Chancellor of Community Colleges Nate Mackinnon, Assistant Vice Chancellor Craig von Collenberg, Milton Stewart, Nevadaworks

Ex Officio: Alyssa Fromelius, Student Government Association (SGA) President; YeVonne Allen, Faculty Senate Chair, Amy Cavanaugh, Nevada Faculty Alliance Representative

Administrators/Faculty/Staff: President Karin Hilgersom, Associate Vice President Elena Bubnova, Academic Affairs Vice President Marie Murgolo, Dean of Technical Sciences Barbara Walden, Dean of Life Sciences, Allied Health, and Public Safety Julie Ellsworth, Dean of Math and Physical Science Anne Flesher, Career Hub Manager Sidney Sullivan, Executive Assistant and Recording Secretary Lisa Farmer, Special Assistant to the President Dana Ryan, and Administrative Assistant Valerie Kelley

Absent: Council Member– BJ North excused, Council Member Sesh Commuri – excused, Julia Bledsoe, Classified Council President

2. Public Comment

Vice Chair McCormick called for public comment, there was none. Public comment was closed.

3. Approval of Minutes

a) September 25, 2020

Council Member Thurman made a motion to approve the minutes as presented. Council Member Reid seconded the motion. Vice President of Student Services Estela Gutierrez asked to amend the minutes to remove the word “first” in regard to the TRIO grant. The motion was APPROVED by a vote of 8-0-2 North and Commuri absent.

4. Election of IAC Chair

Vice Chair McCormick nominated BJ North to continue as Chair. Council Member Nannani moved to retain BJ North as the TMCC IAC Chair. Council Member Lokshin seconded the motion. The motion was **APPROVED** by a vote of 8-0-2 North and Commuri absent.

5. Schedule for 2021

Council Member Brown moved to approve the IAC meeting schedule for 2021. Council Member Thurman seconded the motion. The motion was **APPROVED** by a vote of 8-0-2 North and Commuri absent.

6. President's Update

President Hilgersom was happy to report that after the membership discussion at the last IAC meeting, she was happy to report that Mr. Robert Chisel of the Reno-Sparks Convention & Visitors Authority (RSCVA) and Mr. Kris McLean of Panasonic have agreed to join the IAC and are in attendance.

6a) Strategic Master Plan (SMP) Update

Dr. Hilgersom thanked the IAC Council Members for their participation at the last meeting saying that the IAC's input was so valued, particularly the IAC's shared your emphasis on innovation. A new mission statement had been developed and was currently being presented to the different college constituencies for input before being finalized. Thank you to Dr. Melissa Deadmond for all her work on the SMP. The college's new mission statement is very non-traditional, it is student-facing and dynamic.

6b) Town Hall

President Hilgersom shared that in the time of virtual and remote operations, she continued to hold regular Town Hall meetings. During the last couple of months, Town Halls had gone from weekly to bi-weekly to keep the college community connected and to share valuable information. Recent Town Hall topics included discussions about the Strategic Master Plan, Focusing on the Future; Supporting Students During Unprecedented Times; Innovation and Risk-Taking; and general Question and Answer sessions. Attendance has been good. As the legislative year starts, Town Halls will continue with focusing on budgets and legislative measures for TMCC and the Nevada System of Higher Education (NSHE).

Vice-Chair McCormick thanked Mr. Chisel and Mr. McLean for agreeing to join the IAC, saying that both new members would be tremendous assets.

Vice-Chair McCormick also congratulated President Hilgersom on continuing to find opportunities for extra interaction with the college community, adding that opportunities for communication are so important right now. People are craving ways to interact with others as remote operations and in-person interactions continue to be restricted.

7. Updates

7a. Vice Chancellor of Community Colleges Update

Vice Chancellor Nate Mackinnon reported that since that time the IAC met, NSHE was in a great place in relation to grant work. NSHE had received Reimagine grant focused on workforce development and applied for a \$5M grant with the Department of Labor. Currently, NSHE institutions were exploring an H1-B visa workforce grant. The Me3 platform in partnership with Arizona State University had been launched, it is an online resource to help students find career interests. It is free and available to anyone at Me3.careers/Nevada. The window for the Nevada Promise scholarship is closed. NSHE saw the lowest amount of applications, partly as a result of trouble reaching high school seniors this year. The Board of Regents is forming a Budget Reduction Response Committee to find ways to ensure NSHE is being frugal and finding innovative ways to best utilize state funding. CARES dollars had been received with some directly focused on workforce development. Chancellor Rose and Board of Regents Chair Doubrava, Regent Del Carlo, Regent McAdoo, and Regent Carvalho had a great meeting with the IAC Chairs. All were pleased with the synergy between the IAC Chairs, who will start to meet more regularly. Vice Chancellor Mackinnon thanked Vice Chair McCormick for attending and participating, it was great to hear about some best practices across the IACs, hear things that are working, and have an open discussion about how to make the IACs as effective as possible.

7b. Faculty Senate

Faculty Senate Chair YeVonne Allen recognized the passing of Ms. Anne Witzleben, a long time TMCC employee in teaching English Language Learners and serving as an International Student Advisor.

Chair Allen reviewed her submitted report (Attachment A). There were no questions for Chair Allen

7c. Classified Council

Classified Council President Julia Bledsoe was not in attendance, her report was provided in the meeting materials.

7d. Student Government Association

Student Government Association (SGA) President Alyssa Fromelius provided a report that was included in the agenda materials. The SGA was working to find ways to support the use of Open Educational Resources (OER) at TMCC. The SGA was continuing to host online events and generate videos on how to be successful online and encouraging students to properly wear a mask.

8. Discussion and Possible Recommendations Regarding Meeting Industry Needs During the COVID-19 Pandemic, Including but not Limited to:

a) Dislocated Workers

b) Underemployed Individuals

Council Members will bring ideas on how TMCC can meet specific industry needs & how to best message programs to reach potential participants.

Council Member Thurman said that he was seeing that when people return to the one-stop system, many were waiting for the last minute to turn to the system to find a job. Essentially they are waiting out their unemployment benefits. They anticipated seeing a sharp increase in March when supplemental unemployment benefits expire. Vice-Chair McCormick asked how do we help and are we prepared to serve those individuals. Council Member Thurman said they were prepared to some extent, having adequate staffing at the moment. However, as it gets closing to the end of the fiscal year, it could be troublesome as they were seeing the lowest funding in about 20 years and had been seeking out grant opportunities.

Vice Chair McCormick asked how the shift to return to work will impact the community colleges. President Hilgersom responded that it more important now than ever to work with Nevadaworks to get the landscape and context as it's a unique opportunity, with so many displaced workers. TMCC will need to work hard to reach those individuals and think out of the box to provide opportunities.

Discussed followed about the high demand for jobs in healthcare. Council Member Brown said the Nevada Hospital Association was seeing a big impact on nurses as doctors stopped all elective surgeries at the start of the pandemic. Some nurses are losing their jobs or being furloughed, typically those types of procedures are a large revenue generator. Hospitals are now just getting on their feet but seeing a resurgence of COVID. The Nevada State Board of Nursing is allowing for retired nurses or volunteers to assist as demand is so high. There is still in great need for CNAs. TMCC is well-positioned to work with employers to see where the needs really are. The need will change, so communication is key. Large gaps and work shortages still exist, particularly in the rurals, the mental health side is lacking and need is on the rise.

Council Member Reid said the world was already changing pre-pandemic, with a shift to online from brick and mortar. COVID-19 has accelerated this change considerably, with large numbers of individuals going from retail to fulfillment centers. There are a lot of opportunities to work and go to school at the same time. Help was needed to get the word out, he suggested maybe collaborating with DETR as well as direct marketing.

Mr. Kris McLean said Panasonic is continuing to grow with plans to add an assembly line creating 100 more positions. There are talks of even more expansion in the future with Panasonic looking to make the Truckee Meadows home to their corporate office as they continue to grow globally. This may open up more professional positions. Currently, their need is

for 1,200 positions a year for production, there is a huge need to upskill the workforce for these jobs. TMCC and other institutions are vital to the improvement of their workforce. Some other manufacturing companies are expanding as well. It is important to collaborate even though companies compete for workforce as many businesses need to get people skilled up to a basic level.

Council Member Nannini added that reaching potential workers comes down to communication and outreach. An effective way of messaging is the use of advisory boards and the IAC, which functions as a conduit between businesses and the college. However, meeting quarterly was not enough, he suggested the formation of a community advisory board for TMCC to meet monthly and keep the pulse going, to keep the word and messaging working, for both internal and external outreach. This would be a body that could evolve past the immediate need caused by COVID.

President Hilgersom said the TMCC Career Center has working relationships with agencies that help job seekers find training and programs. There was a career advisory board in the past, but it had have fallen off. She would like to see get back on track and meet more frequently. Council Member Nannini added that it would be an opportunity for all the colleges to work together across the system.

Council Member Madole said there were new pre-apprentice programs related to federal highway construction. TMCC already has the training available, it could be an opportunity to seek additional funding as the need for local development continues.

President Hilgersom thanked the IAC for their very interesting observations and excellent ideas. On her list will be to check into new pre-apprentice programs, look to target dislocated workers via DETR, and look into the formation of a new career advisory board.

Council Member Brown reported that a new hospital will be opening in the Fall. It will have 200 beds creating a large need for healthcare workforce to fill those positions. President Hilgersom was happy to have the Bachelor of Science of Nursing (BSN) in place to help get students get ready for those job opportunities.

Vice Chair McCormick reported that EDAWN was working closely with TMCC on software development. Many diverse opportunities are opening up as northern Nevada was in a different situation than southern Nevada. There are jobs available in a variety of industries helpful for those with diverse skill sets.

9. Discussion and Possible Recommendations Related to Results of Fall 2020 COVID-19 Student Survey, Including but not Limited to:

- a) Preference for Instructional Mode
- b) How to Address Disproportionate Impact
- c) Quality of Experience by Demographics
- d) Concerns Related to Adequate Technology

Council Members should come prepared to discuss results of survey and discuss ways to mitigate real or perceived obstacles due to COVID-19 related shifts in operations.

President Hilgersom provided an overview of the second student survey conducted by TMCC to try and find out how our students are doing during the pandemic. She wanted to know how COVID-19 has affected their personal lives, academic lives, and personal stress and how was instruction going from the student perspective. The Spring semester was very different, faculty had about a week to shift to distance learning from a large amount of in-person classes. It was noted in the first survey that students saw the transition as rushed. During the summer a lot of training opportunities for faculty were made available to use their time off to improve their online teaching skills. The recent survey was showing that

investment is paying off. From the student perspective, there's still a need for faculty to use more synchronous options, which TMCC is calling WebLive courses. There was a strong desire to encourage more faculty to embrace the technology and offer more WebLive courses through digital platforms like BlueJeans and Zoom.

SGA President Alyssa Fromelius said the SGA reviewed the survey results and agreed with the survey results for the most part. They understood that online options are not always everyone's favorite choice, but TMCC was doing the best they can with the situation. The SGA continues to try to make sure students have resources and reliable internet solutions.

Vice Chair McCormick was curious about how to better help students with devices or internet access. President Hilgersom said TMCC is offering laptops to students who need them. The bigger issue is internet access, she has been working with the COVID-19 Crisis Management Team to open up areas on campus to create comfy areas with power and internet to allow students to come to campus for their online classes. It's a delicate balance between safety with student success. If students are having issues with internet reliability or study conditions, there are spaces at TMCC where students can have a comfortable, quiet place to work.

SGA President Fromelius said she has gone to campus to take big exams to take advantage of quiet areas free of interruptions. She suggested professors provide information about these resources to students they know are having issues.

Discussion followed regarding using some empty spaces in the community such as the RSCVA for possible classes or study areas with adequate internet service. It was apparent that there was a desire for synchronous teaching models, discussion followed on how to address that with faculty.

Associate Vice President Elena Bubnova said in addition to the highlights shared about the survey and discussion, she wanted to point out two things: the disproportionate impact on certain student populations and the increase in mental health concerns. TMCC is looking to deploy additional resources to make sure students can be successful and healthy. TMCC has a number of counselors on staff that come from mental healthcare backgrounds. There is a student resource committee that provides many resources. Referrals for mental health or medical needs can be made via an alert in the Starfish system to connect students to the appropriate resources.

10. Take-Aways

Council Member Biersdorff said the Washoe County School District was seeing very similar concerns in surveys being conducted by the District. She thanked President Hilgersom for the additional support for TMCC high school students on campus.

Council Member Brown appreciated the good information about how quickly TMCC transitioned to online instruction and how the college is handling classes that don't translate to online. The Nevada Hospital Association (NHA) is applying with Nevadaworks for OWINN grant for the H1-B grant and will be reaching out to TMCC to provide additional training for those in rural communities.

Council Member Lokshin thanked President Hilgersom for the update on moving forward with the Strategic Master Plan. The TMCC Foundation needs to revamp its plan to align with the new SMP.

Council Member Madole was impressed with TMCC's response to the pandemic crisis. This was his last meeting as his term was ready to expire, he is a fan of what TMCC has to offer and will continue to be involved and help spread the word about opportunities at TMCC.

Council Member Nannini was pleased that TMCC was using Me3 as a career conversation starter. TMCC's collaboration and communication efforts were to be commended.

Council Member Reid appreciated how the format of the agenda was designed such that there was prompting asking for specific feedback so that we had a chance to think about input ahead of time and provide value with our expertise. Regarding the student survey, for those with difficulties with internet connection there were opportunities for TMCC to utilize empty spaces to safely provide a place for students to continue their courses.

SGA President Alyssas Fromelius said it's always good to hear that TMCC looking to help students be successful.

Nevada Faculty Alliance representative Amy Cavanaugh said the survey results were interesting. There may be opportunities for faculty to collaborate with SGA on communicating study tips and other ways that are proving beneficial for virtual learning success.

Vice Chair McCormick said the more she gets involved with the community colleges, the more impressed she is with their work. She attended the IAC Chair meeting, which was an opportunity to really know about all the things that all the institutions are involved in and staying on top of; their work is commendable. She is proud to be a part of this Council as well as have the access and ability to help where she can to share information from the business community and make the connections. It was great hearing input from all of the Council Members and recommended continuing in this format.

Regent Carvalho said she thinks about students and faculty members a lot. The Board of Regents see the burdens on both of these groups and see how they can become weary. She encouraged everyone to keep going, to keep their eye on the prize, and reach out if you need support, be an advocate for yourself. It was interesting to hear from industry partners, as a small business owner she was seeing that employees are weary, she was struggling to keep and find employees.

Mr. Robert Chisel thanked Dr. Hilgersom for considering him for this Council as he has a spot in his heart for TMCC. Concerning the need for space, Mr. Chisel said the RSCVA has 600K of space, furniture, and wifi, they are happy to make that available for TMCC.

Council Member Thurman working on several grant opportunities include the one mentioned with the NHA.

Senate Chair YeVonne Allen thanked the members for keeping a faculty lens while hearing about and discussing the work being done at TMCC.

President Hilgersom reminded everyone that the next meeting was in February and wished all happy holidays. Thank you to John Madole for serving on the IAC, she appreciated his input and participation and would be contacting the individual recommended by Council Member Madole to possibly fill that seat on the IAC.

11. New Business

There was none.

12. Public Comment

Vice Chair McCormick opened the floor to public comment. There was none.

13. Adjourn

The meeting adjourned at 10:58 am.

Approved February 5, 2021 by a vote of 10-0-1 Council Member Loksini absent.